

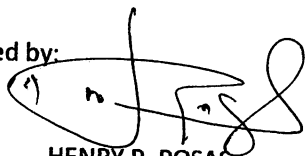
## COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Staff: HENRY P.POSAS

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical rating per IPCR	<b>3.92</b>	70%	<b>2.74</b>
2. Supervisors/Head's assessment of His contribution towards Attainment of office accomplishments	<b>4.60</b>	30%	<b>1.38</b>
<b>TOTAL NUMERICAL RATING</b>			<b>4.12</b>

TOTAL NUMERICAL RATING: 4.12Add: Additional Approved Points, if any:       TOTAL NUMERIAL RATING: 4.12ADJECTIVAL RATING: VS

Prepared by:


HENRY P. POSAS  
Name of Staff

Reviewed by:


CELSD GUMAOD  
Department/Office Head

Approved;


REMBERTO A. PATINDOL  
Chairman, PMT

**"Exhibit B"**

I, HENRY P. POSAS, of the SECURITY SERVICES AND MANAGEMENT OFFICE commit to deliver and agree to be rated on the attainment of the following targets/accomplishment in accordance with the indicated measures for the period July 1 to December 31, 2018.

**HENRY P. POSAS**

Ratee

**CELSO GUMAOD**

Head, Security Office

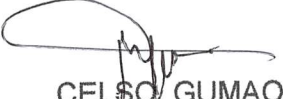
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Average Rating(Total Overall rating divided by 4)		3.92
Additional Points:		
Punctuality	XX	
Approved additional points(with copy of approval)	XX	3.92
FINAL RATING		
ADJECTIVAL RATING		VS


Evaluated and Rated by;

Approved by;

  
CELSON GUMAOD

Dept/Office Head

Date:

  
REMBERTO A. PATINDOL

Vice Pres. For Admin & Finance

Date:

- 1 - Quality
- 2 - Efficiency
- 3 - Timeliness
- 4 - Average



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July 1 to December 31, 2018

Name of Staff: HENRY P. POSASPosition: Security Guard-1


Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The staff fails to meet job requirements

A. Commitment (both for subordinates and supervisors)		Scale				
1. Takes charge of the post and all government properties in view.	5	4	3	2	1	
2. Walks during his tour-of-duty in a military manner, keeping always on the alert and observing everything that takes place within sight or hearing.	5	4	3	2	1	
3. Reports all violation of orders he is instructed to enforce.	5	4	3	2	1	
4. Repeats all calls from posts more distant from the guard house where he is stationed.	5	4	3	2	1	
5. Quits his post only when properly relieved.	5	4	3	2	1	
6. Receives, obeys and passes on to the relieving guard all orders from the university heads, SSO head, security officer or shift supervisors.	5	4	3	2	1	
7. Talks to no one except in line of duty.	5	4	3	2	1	
8. Gives the alarm in case of fire or disorder.	5	4	3	2	1	
9. Calls the superior officer in any case not covered by instructions.	5	4	3	2	1	
10. Salutes all university officials, his superiors, ranking public officials and commissioned officers of the Armed Forces of the Philippines.	5	4	3	2	1	
11. Especially watchful at night, and during the time of challenging, challenges all persons near his post and allows no one to pass without proper authority.	5	4	3	2	1	
12. Wears his uniform, badge, patches and insignia in a proper manner, and neat in appearance as a symbol of public trust and confidence.	5	4	3	2	1	
13. Familiarizes himself diligently with the rules and regulations laid down by the university and that of the customers or clients.	5	4	3	2	1	
14. Learns at heart or memorizes and strictly observes the laws and regulations governing the use of firearms.	5	4	3	2	1	
15. Acts at all times with decorum and does not permit personal feelings; prejudices and undue friendship to influence his actuations in the performance of his official functions.	5	4	3	2	1	
Total Score		45 / 24 = 4.60				

B. Leadership & Management (For supervisors only to be rated by higher supervisor)		Scale				
Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors.	5	4	3	2	1	
Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university.	5	4	3	2	1	
Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients.	5	4	3	2	1	
Accepts accountability for the overall performance and in delivering the output required of his/her unit.	5	4	3	2	1	
Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit.	5	4	3	2	1	
Total Score						
Average Score						

Overall recommendation : \_\_\_\_\_

  
**CELSON GUMAOD**  
 Name of Head

## PERFORMANCE MONITORING FORM

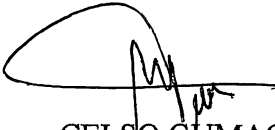
Name of Employee: HENRY P.POSAS

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Manning fixed post	Effective manning of fixed post as per SOP	Refer to weekly guard detail	End of weekly Guard Detail Order	December 28 2018	VS	VS	Observance of 11 General Order
2.	Campus Roving	AOR properly observed	Refer to weekly guard detail	End of weekly Guard Detail Order	December 28 2018	VS	VS	
3								
4								
5								
6								

\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

  
**CELSON GUMAOD**  
 Head, Security Office

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

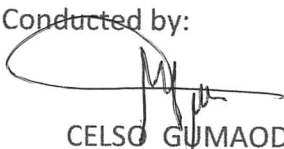
Name of Office: SECURITY SERVICES OFFICE


Head of Office: CELSO GUMAOD

Name of Personnel: HENRY P.POSAS Signature:  Date : \_\_\_\_\_

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	The head of office and shift supervisor conducted on-the – spot follow up observations and inspection of detailed SG in his AOR.	Participation of the SGs and admin staff meeting in the different activities conducted by the head of office.	President Memo on the different university event/celebrations.	LOI and verbal instructions of the University President and OVPAF.	Security Guard concerned was informed of his assignments and properly monitored.
Coaching	The concerned staff was informed of the outcome of the previous office performance especially concerning draw-backs on their assigned tasks. -Advices were given to the concerned SG.	Security guards attended command conference/ meetings to iron out what is best he can contribute the unit.	SSO memo., orders and LOI issued	Weekly duty detail order was issued to concerned SG..	Narrative instruction was given and encouragement to do much better.

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:  
  
CELSO GUMAOD  
Head, Security Office

Noted by:  
  
REMBERTO A PATINDOL  
Vice Pres. for Admin & Finance



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Henry P. Posas

Performance Rating: VS

Aim: To improve performance.

Proposed Interventions to Improve Performance:

Date: July 2018

Target Date: End of September 2018

First Step: Review the Eleven General Orders.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Result:

More aware of their respective duties and responsibilities.  
\_\_\_\_\_  
\_\_\_\_\_

Date: October 2018

Target Date: End of December 2018

Next Step: Attendance of general meeting and special conference with regards to operation.

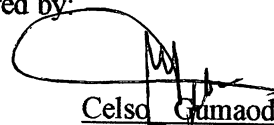
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Outcome: Can easily respond to any form of incident happened in the campus

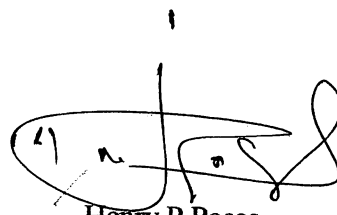
Final Step/Recommendation:

Attendance of security seminars/trainings.

Prepared by:

  
Celso Gumaod  
Head, Security Office

Conforme:

  
Henry P. Posas  
Name of Ratee/Staff